

Modern Slavery and Human Rights Statement

VF is committed to respecting the fundamental human rights and decent working conditions as outlined in the United Nations Guiding Principles on Business and Human Rights and other widely recognized international instruments. Our commitment to respecting human rights includes freedom from modern slavery. For additional information, see our [Human Rights Commitment](#), [Responsible Recruitment and Anti-Forced Labor Commitment](#), and our annual [Environmental and Social Responsibility Report](#).

This Modern Slavery and Human Rights Statement (the “Statement”) discusses the activities of V.F. Corporation to identify and address potential fundamental human rights risks and adverse impacts including forced labor, human trafficking, slavery and servitude, debt bondage, child labor, deceptive recruiting for labor or services and other similar conduct (collectively, “modern slavery”) relating to our business and business partners. Unless the context indicates otherwise, the terms “VF,” “we,” “us,” and “our” used herein refer to V.F. Corporation and its consolidated subsidiaries. All information below relates to VF’s continuing operations as defined in our Annual Report on Form 10-K for the fiscal year ended March 30, 2024 (the “Annual Report”), excluding Supreme, which publishes a separate statement as required in relevant jurisdictions. This Statement is published pursuant to the California Transparency in Supply Chains Act, the UK Modern Slavery Act, the Norwegian Transparency Act, and the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act (collectively, the “Acts”), and relates to VF’s fiscal year from April 2, 2023 to March 30, 2024 (“Fiscal 2024”). Some of the actions and initiatives described in this Statement were taken prior to Fiscal 2024.

We prepared a single Statement because we manage fundamental human rights and decent working conditions in a consistent, integrated manner across our global operations. However, not all of our entities are subject to the Acts mentioned above. To the extent applicable, the signature pages to this Statement include additional disclosures specific to the entities required to prepare a statement under one or more of the Acts listed above.

VF’s BUSINESS & SUPPLY CHAIN

V.F. Corporation, founded in 1899, is one of the world’s largest apparel, footwear and accessories companies connecting people to the lifestyles, activities and experiences they cherish most through a family of iconic outdoor, active and workwear brands. Our products are marketed to consumers through our wholesale channel and through our own direct-to-consumer operations, which include VF-operated stores, concession retail stores, brand e-commerce sites and other digital platforms.

As of March 30, 2024, VF had approximately 30,000 employees around the world. As of March 30, 2024, we operate 21 distribution centers and 1,185 retail stores across the globe.

VF’s centralized global supply chain organization is responsible for procuring and delivering products to support our brands and businesses. In Fiscal 2024, VF sourced approximately 266 million units spread across our brands. Our products were primarily obtained from approximately 320 independent contractor manufacturing facilities in approximately 35 countries (i.e., our merchandise suppliers). In Fiscal 2024, our top sourcing countries by volume were Vietnam, Cambodia, Bangladesh, China and Indonesia. For our key raw material inputs (cotton, leather, rubber and wool) our top sourcing countries were India, the United States, Vietnam and New Zealand, respectively.

Our suppliers are engaged through VF sourcing hubs in Singapore (with satellite offices across Asia), Panama and Switzerland. These hubs are responsible for managing the procurement of product,

supplier oversight, product quality assurance, sustainability within the supply chain, responsible sourcing and transportation and shipping functions. We do not directly operate any manufacturing facilities.

For additional information on VF, please download our [Annual Report](#).

GOVERNANCE

Oversight of fundamental human rights at VF sits with our President and Chief Executive Officer, and the full Global Leadership Team (GLT). Key members of the GLT receive annual briefings on human rights and decent working conditions, risk assessments and our efforts to prevent and mitigate those risks and approve/review policies related to human rights and decent working conditions.

The VF Board of Directors' Governance and Corporate Responsibility Committee receives regular updates on human rights matters and the work to mitigate potential risks.

ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS RELATED TO HUMAN RIGHTS AND DECENT WORKING CONDITIONS

VF works to systematically identify, prioritize and mitigate human rights risks, risks related to decent working conditions and adverse impacts. We have developed and implemented and, on an ongoing basis, seek to improve our due diligence approach in alignment with the United Nations Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. Our [Human Rights Commitment](#) codifies our approach to ongoing due diligence and is periodically communicated to our Tier 1 and nominated Tier 2 suppliers. Our Human Rights Commitment also is publicly available on our website, vfc.com.

In Fiscal 2024, VF partnered with a human rights consultancy to develop a Human Rights Due Diligence (HRDD) inventory framework. The intention of this project was to assess HRDD processes across VF's operations and supply chain. This exercise identified opportunities to strengthen and consolidate VF's due diligence processes to drive consistency and efficiency and enhance the effectiveness of VF's human rights governance and human rights prevention and mitigation efforts.

Impact Assessments and Identified Risks

We conduct a Human Rights Impact Assessment (HRIA) periodically at the enterprise level, enabling us to identify and address the most salient human rights risks as well as risks to decent working conditions related to our business. Taking into account the scale, scope and remediability of the impacts identified in our HRIsAs, we have prioritized risks related to Forced Labor, Freedom of Association, Discrimination/Gender Based Violence, Child Rights, Health and Safety and Fair Wages. Our initiatives relating to mitigating these risks are further discussed in this Statement. Through the HRIA process, we seek both the guidance of human rights experts and feedback from those impacted by our operations to make meaningful improvements.

Responsible Sourcing and Traceability

VF conducts supplier due diligence and supply chain tracing. Prior to onboarding any new factory, VF screens the factory against various prohibited entity lists and reputable public sources and identifies entities potentially implicated in human rights issues or forced or child labor. In addition, VF maintains a heightened focus on due diligence, supplier screening and traceability for any factories or suppliers in countries or regions known to have a higher risk of forced or child labor, as identified by our risk assessments.

VF's [Cotton Fiber Sourcing Policy](#) outlines VF's requirements regarding the sourcing of cotton and details mandatory steps that all VF suppliers must take to track the origin and flow of material through each stage of their cotton supply chains in order to comply with applicable customs laws. Our cotton traceability survey is distributed to all Tier 1 factories producing cotton-based products and nominated Tier 2 fabric mills producing cotton or cotton blended fabric. Starting at Tier 1 product manufacturing, we trace the material through each tier of the supply chain, identifying Tier 2 fabric mills, Tier 3 yarn spinners, Tier 4 cotton gins and Tier 5 cotton farms, as well as any trader or agent involved in the transfer between these tiers. For additional specifics regarding cotton, please see our Cotton Fiber Sourcing Policy.

VF takes steps to trace the origins of our raw materials to align with VF's [Animal Derived Material Policy](#) and [Forest Derived Material Policy](#).

Supplier Engagement

Our Global Responsible Sourcing team assesses and supports improvements in the overall working and environmental conditions of our global supply chain and builds relationships with our key sourcing partners. Responsible Sourcing Operations (RSO) teams work closely with Tier 1 and nominated Tier 2 supplier factories to verify that their practices align with our Global Compliance Principles. These teams also build supplier capacity through ongoing targeted trainings and one-on-one assistance.

As appropriate, the RSO team collaborates with suppliers and internal business stakeholders to enhance and maintain effective systems for managing human rights and decent working conditions at supplier facilities. RSO team members are trained on VF's identified salient human rights issues. Through ongoing internal and external trainings, such as the International Labour Organization's (ILO) Better Work Academy, members of the RSO team gain proficiency regarding industrial relations topics including the role of bipartite committees, conflict resolution and grievance mechanisms in the workplace. Ongoing education and reinforcement of knowledge of worker rights topics empowers VF employees to support factory workers and managers in implementing improvements together.

Supplier Audits

VF maintains an audit program to evaluate factory working and environmental conditions, which plays a critical role in identifying risks, which then allows for remediation and continuous improvement to address potential and actual human rights concerns. In Fiscal 2024, more than 1,200 audits were conducted globally. To receive an "accepted" rating, a factory must not have any serious health, safety or labor issues in its facility. A factory receiving a "developmental" rating may still produce our products, but a follow-up audit will be scheduled, and the factory is expected to have all identified issues remediated. A factory with persistent safety, health or labor issues that fails to remediate identified issues in an acceptable manner will be rejected as our supplier and unauthorized to supply product for VF.

Engaging Rights Holders

We have completed Worker and Community Development (WCD) needs assessments, most recently conducted in 2022, for which 7,500+ supply chain workers across VF and our value chain globally were engaged. In Fiscal 2024, we have continued to reach people through our WCD program. This direct engagement supports our alignment with the evolving needs of key stakeholders. Our goal is to improve the lives of 1 million workers and people in their communities by Fiscal 2026 and 2 million people by

Fiscal 2031. For additional details on this goal, please refer to our annual [Environmental and Social Responsibility Report](#).

Furthermore, we conduct regular anonymous worker surveys across the supply chain when relevant and necessary to detect or confirm potential worker rights gaps and to deploy preventive measures.

Policies and Standards

Code of Business Conduct

Our commitment to operate ethically and lead with integrity is embedded in our [Code of Business Conduct](#). The code and all relevant corporate policies apply to everyone who conducts business on behalf of VF, including associates and members of VF's Board of Directors, regardless of seniority or location.

Global Compliance Principles

Our contracted factories are bound by our [Global Compliance Principles](#). Our Global Compliance Principles are informed by the International Labour Organization (ILO), the Fair Labor Association, and other international standards on human rights. Consistent with internationally recognized labor standards, the Global Compliance Principles specify minimum working conditions for employees of our suppliers. The Global Compliance Principles expressly provide that any factories producing goods for VF and the factories' suppliers must not use involuntary or forced labor, including indentured labor, bonded labor, state-imposed forced labor, or any other form of forced labor, including human trafficking. The Global Compliance Principles also address child labor, wages and benefits and working hours. Failure to comply with the Global Compliance Principles may result in termination of the relationship between VF and the contracted factory. Contracted factories are prohibited from engaging subcontractors to produce VF products without the written permission of VF, and only after the subcontractor has agreed to comply with VF's Global Compliance Principles.

Vendor Terms of Engagement

Our contracted factories are expected to comply with VF's [Terms of Engagement](#). We evaluate potential contracted factories against our standards and require them to agree to VF's Terms of Engagement, prior to entering our supply chain. Our Terms of Engagement require contracted factories to conduct business in full compliance with all applicable laws, rules and regulations, which include those relating to fundamental human rights, including forced labor and child labor, and decent working conditions, and comply with the terms of VF's Global Compliance Principles. A contracted factory's breach of the Terms of Engagement can result in VF taking corrective action, including termination as an approved contracted factory.

Additional Commitments and Policies

The additional policies and standards that govern our approach to protecting people include:

- [Animal-Derived Materials Policy](#)
- [Child Rights Commitment](#)
- [Commitment to Eradicate Gender Based Violence and Harassment](#)
- [Cotton Fiber Sourcing Policy](#)
- [Forest-Derived Materials Policy](#)
- [Human Rights Commitment \(HRC\)](#)
- [Living Wage Statement](#)

- [Responsible Recruitment and Anti Forced Labor Commitment](#)
- [VF Supplier Terms & Conditions](#)

These documents reinforce our commitment to upholding fundamental human rights, including mitigating risks of forced labor and child labor, and decent working conditions. When we learn of potential issues regarding the foregoing in our supply chain, we promptly investigate and engage in appropriate remediation. We will end our business relationships with suppliers who refuse to remediate human rights issues and/or ensure decent working conditions.

Training

VF associates are enrolled in online training on our Code of Business Conduct during their first 30 days and agree to abide by its principles, including those related to fundamental human rights and decent working conditions.

Multi-stakeholder Initiatives

Consistent with our values, we have signed numerous public pledges demonstrating our firm opposition to the use of forced labor and otherwise collaborate with multi-stakeholder initiatives, including those discussed in this section.

VF has signed the Mekong Club's Business Pledge Against Modern Slavery. Together with the Mekong Club, VF previously enhanced the forced labor section of our Global Compliance Principles, which outline our expectations for how every business partner and supplier behaves and treats their workers. This includes criteria on human rights, ethical practices, health and safety, transparency, environmental requirements and subcontracting.

We are also signatories to the American Apparel and Footwear Association (AAFA) and the Fair Labor Association's (FLA) Apparel and Footwear Industry Commitment to Responsible Recruitment. As such, we commit to work with our global supply chain partners to create conditions so that no worker pays for their job; workers retain control of their travel documents and have full freedom of movement; all workers are informed of the basic terms of their employment; and create conditions where workers receive a timely refund of any fees and costs paid to obtain or maintain their job, if such conditions were already imposed.

RISK AREAS IN VF'S OPERATIONS AND SUPPLY CHAIN

Information regarding the risk of adverse human rights impacts and risks to decent working conditions that we have identified in our supply chain are described below. We believe the risks relating to fundamental human rights and decent working conditions are generally the same across our consolidated operations.

Modern Slavery

We recognize that forced labor is a salient risk in apparel and footwear supply chains. The broad nature of our materials supply chain requires us to conduct business with suppliers in varied global contexts, including countries where laws to protect populations vulnerable to forced labor, child labor or human trafficking may not exist or be enforced. We believe that the highest risk area related to modern slavery in our supply chain is that forced labor could occur without our knowledge in violation of our policies. While we believe that our existing programs, actions and stakeholder engagement are generally effective in reducing this risk at our direct suppliers, forced labor could take place in upper tiers of the

supply chain from which we may in some cases be several or more levels removed. To address this risk, we have placed significant focus on efforts to prevent modern slavery (including forced labor and child labor) in our supply chain (as described in this Statement). We regularly assess our global supply chain partners for indicators of forced labor.

To incorporate our “zero-fee” requirement for migrant labor recruitment, we continue to partner with the International Organization for Migration (IOM) to build capacity within VF and with our suppliers regarding responsible recruitment practices and ethical treatment of migrant workers. With technical assistance from the IOM, we have updated our Facility Compliance Standards, our audit scope, the data we collect on migrant workers, and formalized a set of supplier guidelines for the ethical and responsible recruitment of migrant workers. Furthermore, the partnership with the IOM allows our RSO team and Worker Rights team to work with the IOM local offices to mitigate and prevent issues in relation to foreign migrant workers’ rights.

VF employs the principles for responsible recruitment offered by the ILO, which are widely accepted throughout the industry. These principles provide a definition for responsible recruitment: workers are not charged for their employment, retain control of their travel documents and the agency to move freely, and are informed of the terms of their hire before leaving home.

To assess and identify recruitment issues of migrant workers at contracted facilities, VF audits significant authorized contract facilities, beyond Tier 1 facilities, and works to trace raw materials to their origin. VF also aims to employ greater protections for workers in contracted facilities through the implementation of VF’s Migrant Worker program – “Your Voice Matters” (YVM).

Through our ongoing YVM program, we have engaged 20 factories in Jordan, Taiwan and Thailand, reaching over 10,000 factory workers and members of factory management. We seek to proactively learn, understand and discuss recruitment processes, conditions for migrant workers, and how we can work together on improvements throughout our YVM program.

To gain additional assurance that we hear from the workers themselves and to understand the impact of the program, we are working in partnership with Ulula and Quizrr to implement digital solutions for remote impact assessment, more effective communication and online training for both management and workers. We also continue to conduct in-person interviews and engagement to have triangulated verified data to inform our strategy and suppliers’ continued improvements.

Freedom Of Association

We support workers’ rights to freely choose representation in the workplace and exercise that right without employer retaliation. Throughout our supply chain, we work to uphold workers’ rights to freely associate and collectively bargain. Should these rights not be supported locally, VF seeks to intervene to remediate practices standing in the way of upholding the rights of workers to freely associate.

Since the beginning of VF’s fiscal 2023, which began on April 3, 2022 and ended April 1, 2023, factory managers and union representatives across 12 VF supplier factories in Cambodia have participated in the Arbitration Council Foundation’s Labour Dispute Prevention & Social Dialogue program. The objective of the program is to help factories resolve workplace issues before they rise to the level of a dispute. Key stakeholders completed the following training modules: 1) Building Employee Relations, 2) Workplace Cooperation Mechanisms and 3) Communication for Negotiation.

In collaboration with Better Work Bangladesh and Quizrr we have added a digital training component to our F.A.I.R. Dialogue programme, which seeks to engage workers and factory management in training modules that address certain fundamental elements of workplace dialogue.

Discrimination and Gender Based Violence and Harassment

We believe all workplaces should enable workers to be safe and free from gender-based violence as outlined in our [Commitment to Eradicate Gender Based Violence and Harassment](#) (GBVH). We have partnered with Quizrr and Change Associates in Bangladesh to launch a GBVH program. The GBVH training covers the impacts of GBVH in the workplace and the responsibilities of both workers and management in addressing and preventing GBVH. The program provided training on preventing GBVH in the workplace to more than 1,300 factory workers and management staff by the end of Fiscal 2024.

Child Labor & Child Rights

Child rights are the fundamental freedoms and inherent rights of all human beings under 18 years of age. Our commitment to child rights goes beyond preventing child labor. We actively seek to promote the rights and dignity of children to support their development by adhering to the principles set forth in our Child Rights Commitment, and we work to combat the issues that can compromise their rights.

VF partnered with Article One to conduct a Child Rights Impact Assessment (CRIA). As part of the assessment, Article One reviewed company policies and programs, interviewed VF leaders and spoke with experts from leading human rights organizations to identify the most salient potential risks to child rights across VF's value chain. The CRIA results revealed gaps in our supplier policies related to the children of workers at contract factories and provided recommendations on how to enhance our commitment to responsible marketing and advertising practices for children.

Regardless of our efforts on child rights, we acknowledge that child labor remains a salient issue in apparel and footwear supply chains. We strive to operate a supply chain free from child labor.

All VF suppliers must adhere to our Global Compliance Principles and Guidelines that prescribe no one under the age of 15 (or 14 where consistent with ILO guidelines) can be employed at a VF or contracted facility. We also prohibit the employment of anyone younger than the age for completing compulsory education. All VF supplier factories must comply with all legal requirements for associates under 18 years of age. This includes hours of work, working conditions and the prohibition of hazardous activities. Ongoing audits verify compliance among our Tier 1 and nominated Tier 2 facilities.

VF partnered with the Centre for Child Rights and Business (CCRB), a global leader on child rights in supply chains, to develop our child labor policy and procedures. The organization helped VF design the enterprise's child labor remediation plan. If a case involving child labor is discovered in our supply chain, VF engages experts from CCRB and other non-governmental organization (NGO) partners to remediate the issue. After first making sure the child is safe and removing them from the workplace, the supplier factory and VF will develop a remediation plan that is child centric. Depending on the needs of the child, a plan may include a monetary stipend, equal to the national or local minimum wage, to be paid to the family to cover future lost wages, additional financial support related to tuition, uniforms, or supplies to enable the underage worker to return to school, an agreement to rehire the underage worker when they reach the legal working age, and a return of cost of transportation incurred by the child and family to return to original place of residence if applicable.

VF also has a mandatory Child Rights Awareness and Child Labor Prevention training program for all Tier 1 and select Tier 2 VF supplier factories in support of our Child Rights Action Pledge. The training was developed with CCRB. The program builds upon VF's existing child labor remediation program to focus on prevention. More than 1,500 supplier factory managers completed the Child Labor Prevention training through the end of Fiscal 2024.

We believe improving factory practices through these capacity-building efforts leads to a better long-term outcome for children and their families rather than terminating our relationship. VF drives activities to strengthen factory-level policies and procedures to identify and prevent child labor.

Health & Safety

Our RSO team conducts regular audits of suppliers' factories against our Facility Standards. The team also works with suppliers to support in remediation on issues identified via the audit and build factory capabilities through trainings and one-on-one assistance. We partner with management and employees at key factories to build their knowledge and employ tools needed to implement health and safety management systems (HSMS) to create a work environment where safety becomes automatic, supported through regularly updated and communicated health and safety policies and procedures, factory self-assessments and the introduction of best practices throughout the facility.

At VF, we also work across the industry and with government agencies, NGOs and other key stakeholders to help shape industry standards for worker health and safety. Specifically, we're co-founders and members of both the LABS (Life and Building Safety) and Nirapon worker safety initiatives.

LABS seeks to identify and remediate the most pressing risks related to fire, electrical and structural building safety and evacuation in supplier factories. Graduation from the LABS initiative requires factories to 1) participate in LABS training modules, 2) complete the LABS risk assessment, 3) create and implement a corrective action plan where needed, 4) establish a safety helpline for workers and 5) host site visits with LABS' factory coordinators to verify that all factory issues identified have been remediated. LABS operates in India, Indonesia, Cambodia and Vietnam.

Fair Wages

Our Global Compliance Principles require supplier factories to comply with legally mandated minimum standards or the prevailing industry wage, whichever is higher. In addition, our suppliers must offer all legally required benefits for their region. When compensation does not meet workers' basic needs and provide some discretionary income, VF authorized facilities are instructed to work with VF so that the facility can take other appropriate actions that seek to progressively realize a level of compensation that does.

We have engaged with the Fair Wage Network (FWN), the founding organization of the Fair Wage Method, a rigorous standard and methodology designed to assess, develop and optimize wage policies. Through the end of Fiscal 2024, 11 VF supplier factories underwent fair wage assessments using the FWN's 12-dimension methodology to understand the complexity of fair wage principles, including payment systems, social dialogue, wage costs, skills levels and more. We continue to roll out our fair wage program enrolling additional supplier factories to undergo fair wage assessments and measure progress. VF continues to engage with the Better Buying Institute to assess responsible purchasing practices and enhance dialogue with strategic suppliers.

GRIEVANCE MECHANISMS

Issues can be reported through the [VF Ethics Helpline](#), which includes multiple channels for raising concerns. The Helpline is a free, confidential way for anyone to seek guidance, ask a question or raise a concern. It is available 24 hours a day/seven days a week and there is a local telephone number in every country where VF has associates. Reporters can contact the Helpline in over 100 languages, and anonymous reporting is available where allowed by law. Each report is reviewed by a member of our Ethics and Compliance team and assigned to an appropriate investigator. To contact the helpline, call 1-866-492-3370 or visit ethics.vfc.com for additional points of contact.

VF's Ethics Helpline and other grievance mechanisms are available to the entire value chain, including workers in the second or third tier of the supply chain. VF prohibits employees and suppliers from taking retaliatory action against workers using these mechanisms. VF also encourages suppliers to establish their own grievance mechanisms. Our Facility Compliance Standards specify that grievance mechanisms must be accessible, predictable, reasonable, transparent, confidential, and based on engagement and dialogue.

VF has supported a study on grievance mechanisms in Cambodia factories with several other non-VF brands and Better Factories Cambodia to improve our understanding of efficient and functioning grievance mechanisms in the Cambodia context. The results and recommended actions will help to further inform our work with suppliers and our worker rights strategy update.

MEASURING THE EFFECTIVENESS OF OUR ACTIONS

Our human rights due diligence, audit data and grievance mechanisms provide insights we use to track the performance of VF's work to respect and promote human rights and decent working conditions. This tracking and monitoring is vital to our ability to improve our program and remediate and address grievances, enabling us to fulfill another core component of the United Nations Guiding Principles (UNGPs) on Business and Human Rights Framework: access to remedy.

Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

VF Outdoor Canada ("VF Canada") is required to submit a statement pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). Solely for purposes of compliance with the Act, this Statement was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the Board of Directors of VF Canada. VF Canada is a wholly-owned subsidiary of VF Corporation. No other entity for the 2023 reporting period is subject to the Act.

VF Canada is an unlimited company organized and existing under the laws of Nova Scotia (Canada), operating as retail and wholesale distributor for the company's distribution, including the e-commerce sales through branded websites towards end-consumers, of apparel, footwear, equipment and accessories bearing trademarks such as *The North Face*®, *Vans*® and *Timberland*®. As of March 31, 2024, VF Canada had 1,086 employees. VF Canada does not have an ownership interest in or control any other entities.

VF's, including VF Canada's, supply chain is discussed earlier in this Statement. The risks of forced and child labor of VF Canada mirror those of VF and are discussed earlier in this Statement. The policies and steps described earlier in this Statement that VF has taken to assess, mitigate and manage the risk of forced and child labor are applicable to VF Canada.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Statement for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind VF Outdoor Canada.

Douglas L. Hassman
Director



Signature

05/30/2024

Date