

Modern Slavery and Human Rights Statement

VF Corporation 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 (UNGPs) and other widely recognized international instruments. Our commitment to respecting human rights includes freedom from modern slavery (as defined below) and child labor. For additional information, see [Human Rights Commitment](#), [Responsible Recruitment and Anti-Forced Labor Commitment](#), [Environmental and Social Responsibility Report](#) and other relevant policies publicly available on our website vfc.com.

This Modern Slavery and Human Rights Statement (the “Statement”) discusses the activities of VF Corporation to identify and address potential fundamental human rights risks and adverse impacts in our operations and supply chain, including forced labor, human trafficking, slavery and servitude, debt bondage and other similar conduct (collectively, “modern slavery”) and child labor. Unless the context indicates otherwise, the terms “VF,” “we,” “us” and “our” used herein refer to VF 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 29, 2025 (the “Annual Report”), excluding the Supreme® brand, which was sold by VF on October 1, 2024. This Statement is published pursuant to the California Transparency in Supply Chains Act, Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, UK Modern Slavery Act and Norwegian Transparency Act (collectively, the “Acts”), and relates to VF’s fiscal year from March 31, 2024, to March 29, 2025 (“Fiscal 2025”).

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 AND SUPPLY CHAIN

VF Corporation, founded in 1899, is a portfolio of leading outdoor, active and workwear brands, including *The North Face*®, *Vans*®, *Timberland*®, *Dickies*®, *Altra*®, *Eastpak*®, *icebreaker*®, *JanSport*®, *Kipling*®, *Napapijri*® and *Smartwool*® brands. VF is committed to providing consumers with innovative products that are rooted in performance and elevated design, while delivering sustainable and long-term value for its employees, communities and shareholders. 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 29, 2025, VF had approximately 27,000 employees around the world. As of March 29, 2025, we operated 16 distribution centers and 1,127 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 2025, our products were primarily obtained from approximately 273 independent contractor manufacturing facilities in approximately 30 countries (i.e., our merchandise suppliers). Our top sourcing countries by volume were Vietnam, Bangladesh, Cambodia, 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 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 UNGPs and Organisation for Economic Co-operation and Development 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.

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 risks to human rights and decent working conditions related to our business. Taking into account the scale, scope and remediability of the impacts identified in our HRIAs, we have prioritized risks related to modern slavery, freedom of association, discrimination- and gender-based violence, child labor, 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 extended operations to make meaningful improvements.

Responsible Sourcing and Traceability

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

VF takes steps to trace the origins of our raw materials to align with VF's Cotton Fiber Sourcing Policy, Animal Derived Materials Policy and Forest Derived Materials Policy. The public can access these policies on the [Policies & Standards](#) page of our website vfc.com.

Supplier Engagement

Our Responsible Sourcing Operations (RSO) 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. The RSO team works closely with Tier 1 suppliers, Tier 1 subcontractors and licensees, and nominated Tier 2 supplier facilities to verify that their practices align with our [Global Compliance](#)

[Principles](#). These teams also build supplier capacity through ongoing targeted trainings (see Training section below) 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 (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 empower VF employees to support facility workers and managers in implementing improvements together.

Supplier Audits

VF maintains an audit program to evaluate the working and environmental conditions of supplier facilities, playing a critical role in identifying risks, which then allows for remediation and continuous improvement to address social and environmental concerns. To receive the highest audit ratings or designations, a facility must not have any moderate or severe health-, safety- or labor-related issues in its facility. A supplier facility in which such issues have been identified is subject to scheduled follow-up audits, and the facility is expected to have all identified issues remediated.

Engaging Rights Holders

As appropriate and based off our Worker and Community Development (WCD) needs assessments, we directly engage with rights holders within communities of our supply chain to support our alignment with their evolving needs. The WCD program aims to support the social and economic development of workers and their communities, with a goal of reaching 1 million people by Fiscal Year 2026 and 2 million people by Fiscal Year 2031. For additional details on this program, 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 preventative measures. One example of this includes VF's aim to employ greater protections for foreign migrant workers in contracted facilities through the implementation of VF's Migrant Worker program: "Your Voice Matters" (YVM). 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 with Quizrr and Ulula to implement digital solutions for remote impact assessments, more effective communication and online trainings for both management and workers at supplier facilities. We also continue to conduct in-person interviews and engagement to have triangulated verified data to inform our strategy and suppliers' continued improvements.

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 employees and members of VF's Board of Directors, regardless of seniority or location.

Global Compliance Principles

Our contracted facilities are bound by our [Global Compliance Principles](#), which are embedded in our

[Vendor Terms of Engagement](#) and specify minimum working conditions for employees of our suppliers. Our Global Compliance Principles are informed by the ILO, Fair Labor Association and other international standards on human rights. The Global Compliance Principles expressly provide that any facilities producing goods for VF and the facilities' suppliers must not use modern slavery or child labor. The Global Compliance Principles also address wages, benefits and working hours. Contracted facilities 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 facilities are expected to comply with VF's [Terms of Engagement](#). We evaluate potential contracted facilities 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 facilities to conduct business in full compliance with all applicable laws, rules and regulations, which include those relating to fundamental human rights, including modern slavery and child labor, and decent working conditions, and comply with the terms of VF's Global Compliance Principles. A contracted facility's breach of the Terms of Engagement can result in VF taking corrective action, including termination as an approved contracted facility.

Additional Commitments and Policies

To the extent not mentioned above and below, additional policies and standards that govern our approach to human rights are available on our website vfc.com, including our:

- Commitment to Responsible Exit
- Living Wage Statement
- VF Supplier Terms & Conditions

All VF policies and documents referenced herein and on the [Policies & Standards](#) page of the VF website vfc.com reinforce our commitment to upholding fundamental human rights, including mitigating risks of modern slavery 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 employees 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. See also the "Supplier Engagement" section above for a description of RSO team member training and discussions of select supplier trainings (also discussed below).

Multistakeholder Initiatives

Consistent with our values, we have signed numerous public pledges demonstrating our firm opposition to the use of modern slavery and child labor and otherwise collaborate with multistakeholder initiatives, including the Mekong Club Business Pledge Against Modern Slavery.

We are also signatories to the American Apparel & Footwear Association and Fair Labor Association Apparel and Footwear Industry Commitment to Responsible Recruitment. As such, we commit to work with our global supply chain partners to create conditions that uphold the Employer Pays Principle.

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 is described below. Actions taken to assess and address these

impacts and risks are described above and, to the extent not fully addressed, additional detail is provided below. We believe the impacts and risks relating to fundamental human rights and decent working conditions are generally the same across our consolidated operations.

Modern Slavery

We recognize that modern slavery 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 modern slavery or child labor may be weak or nonexistent and/or not enforced. We believe that the highest risk area related to modern slavery in our supply chain is that modern slavery 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, modern slavery could take place in extended tiers of the supply chain from which we may, in some cases, be multiple levels removed. To address this risk, we have placed significant focus on efforts to prevent modern slavery in our supply chain (as described in this Statement).

VF employs the principles for responsible recruitment offered by the ILO: Workers should not be charged for their employment, should retain control of their travel documents and should have the agency to move freely, and should be informed of the terms of their hire before leaving home. To incorporate our “zero-fee” requirement for migrant labor recruitment—and mitigate against debt bondage—we work 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. Our [Facility Standards](#), audit scope, the data we collect on migrant workers and supplier guidelines for the ethical and responsible recruitment of migrant workers incorporate IOM feedback. 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.

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.

In collaboration with Better Work Bangladesh, Better Factories Cambodia and Quizrr, our F.A.I.R. Dialogue program seeks to engage workers and facility 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 Eradicating Gender-Based Violence and Harassment](#) (GBVH).

We have partnered with key industry groups such as Change Associates, Impact, Quizrr, RISE, Social Awareness and Voluntary Education, and Timeline to implement GBVH prevention practices and programs.

The GBVH training covers the impacts of GBVH in the workplace and the responsibilities of both workers and management in addressing and preventing GBVH.

Child Labor

VF rejects all forms of child exploitation and labor in global supply chains. 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 as outlined in our [Child Rights Commitment](#).

All VF suppliers must adhere to our Global Compliance Principles that prescribe no one under the age of 15 (or age 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 facilities must comply with all legal requirements for workers 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 suppliers, Tier 1 subcontractors and licensees, and nominated Tier 2 supplier facilities.

VF has worked with industry experts to develop our child labor policy, procedures and remediation plan. If a case involving child labor is discovered in the supply chain, VF engages experts from nongovernmental organizations to remediate the issue. Additionally, VF has a child labor training program for all Tier 1 and select Tier 2 VF supplier facilities in support of our [Child Rights Action Pledge](#).

Health and Safety

As we do not directly operate any manufacturing facilities, our commitment to health and safety is focused on the workers within our supply chain. Our RSO team regularly engages third-party firms to conduct audits of suppliers' facilities against our Facility Standards or accept Social & Labor Convergence Program or Better Work programs. The team also works with suppliers to support remediation on issues identified via the audit and build facility capabilities through trainings and one-on-one assistance. We partner with management and employees at identified facilities to build their knowledge and employ tools needed to implement health and safety management systems to create a work environment where safety becomes automatic, supported through regularly updated and communicated health and safety policies and procedures, facility self-assessments and the introduction of best practices throughout the facility.

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

Fair Wages

Our Global Compliance Principles require supplier facilities 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. Select VF supplier facilities have undergone fair wage assessments using the FWN 12-dimension methodology. We continue to roll out our fair wage program enrolling additional supplier facilities 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 are reporting options in every country where VF has employees. 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 Standards specify that grievance mechanisms must be accessible, predictable, reasonable, transparent, confidential, and based on engagement and dialogue.

MEASURING THE EFFECTIVENESS OF OUR ACTIONS

Our due diligence approach, 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 are vital to our ability to improve our program and remediate and address grievances, enabling us to fulfill another core component of the UNGP: 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 2025 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 toward end-consumers, or apparel, footwear, equipment and accessories bearing trademarks such as *The North Face*®, *Vans*®, *Timberland*®, *Dickies*®, *Altra*®, *Eastpak*®, *icebreaker*®, *JanSport*®, *Kipling*®, *Napapijri*® and *Smartwool*® brands. As of March 31, 2025, VF Canada had 1,031 employees. VF Canada does not have an ownership interest in or control any other entities.

VF’s supply chain, including VF Canada’s, 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 Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in the capacity of Director, attest that I have reviewed the information contained in this Statement on behalf of the Board of Directors of VF Canada. 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 within this Statement.

Michael E. Phillips
Director

I have the authority to bind VF Outdoor Canada.

Signature: 

Date: May 29, 2025