BHRRC Research on Human Rights Defender Survey: VF Corporation Responses

1. Please provide one or two examples that demonstrate how your company has identified, assessed, and mitigated risks to Human Rights Defenders through its human rights and environmental due diligence processes since the adoption of your commitment.

    a. Please see attached "Letter to Prime Minister of the Kingdom of Cambodia..."
    b. Please see attached "Letter to PM Hun Sen" as an example

2. What steps does your company take to ensure that affected or potentially affected stakeholders - including local communities, Indigenous Peoples, workers, and civil society organisations - are aware of its commitments regarding Human Rights Defenders? Please provide an example of how these commitments have been communicated in practice.

    Answer: At VF, we believe all workers across our supply chain are entitled to dignified treatment and equal opportunities for dialogue and advancement. We proactively collaborate with our suppliers to monitor working conditions, train workers on their rights, and implement programs that elevate the protection and respect of human rights of workers in our supply chain. The worker rights team runs an annual worker rights due diligence survey that collects anonymous feedback from workers in our global supply chain about their rights, working conditions and access to grievance channels.
    VF believes human rights defenders play a critical role in advancing the rights of people. VF commits to neither tolerate nor contribute to threats, intimidation and attacks against human rights defenders.

3. What steps does your company take to ensure that business partners - including suppliers, contractors, and other relevant business relationships - understand and respect its commitments regarding Human Rights Defenders? Please provide an example of how a business partner has engaged with or implemented these commitments.

    Answer: VF's expectations for business partners are communicated through our Master Supplier Agreement, Human Rights Commitment, Global Compliance Principles, Terms of Engagement, worker rights programs, and ongoing supplier engagement activities. These expectations include respect for workers' rights, freedom of association, non-retaliation, and access to channels for raising concerns. We enforce these expectations through our supplier contracts and reinforce these expectations through supplier training, assessments, and capacity-building initiatives and verify compliance through internal and third-party audits.

    VF partners with local stakeholders to support implementation of preventive measures to address and improve working conditions, and worker rights broadly. We support suppliers and workers through tailored programs on issues such as GBVH, FOA, forced labor, child labor, fair wages, women's rights and community development.

4. Please provide an example of how a Human Rights Defender or affected community member safely raised a concern related to your company's operations, projects, or

business relationships, and describe the steps the company took to address the concern and prevent retaliation.

Answer: Our global Ethics & Compliance program provides VF associates with the tools they need to understand our expectations for ethical business conduct and the courage to speak up and raise concerns without fear of retaliation. Our Ethics Helpline, which is available in more than 150 languages, can be used by anyone inside or outside our company to confidentially ask questions or raise concerns regarding ethics and compliance issues. VF does not tolerate retaliation against an employee for making a good faith report of a potential violation of our Code of Conduct, a company policy, or the law, or for participating in an investigation. To ensure ongoing commitment to and understanding of our values-based principles, the Ethics & Compliance Program provides online and facilitator-led training on our Code of Business Conduct and other crucial topics such as human rights, anti-corruption, conflicts of interest, fair competition and intellectual property.

Any issue raised through the Helpline is addressed appropriately by dedicated teams, and internal or external investigations are conducted as needed, in close collaboration with third parties.