US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

VF Corporation

Indicator	Finding - 2026	Source	Source Link	Yes/No change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	We are committed to respecting the fundamental human rights of anyone who engages in work or other activities connected to our business operations and supply chain.' ''Consistent global standards and metrics encourage progress and accountability. That's why we're proud to align VF's fundamental human rights commitment with the following instruments: [...] Universal Declaration of Human Rights. [...] We commit to respecting all human rights as outlined in the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the OECD Guidelines for Multinational Enterprises	VF Corporation's Human Rights Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2020.pdf	No change	
Human rights policy - ILO Core Labor Standards	Consistent global standards and metrics encourage progress and accountability. That's why we're proud to align VF's fundamental human rights commitment with the following instruments: [...] International Labour Organization (ILO) Core Conventions; ILO Declaration on Fundamental Principles and Rights at Work.	VF Corporation's Human Rights Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2020.pdf	No change	
Forced labor & prison labor	VF Corporation prohibits the use of all forms of modern slavery, including forced labor, in all direct operations and all contracted operations of our supply chain. Forced labor is defined as all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily1. Forced labor includes bonded labor, indentured servitude, involuntary labor, commercial sexual exploitation, forced child labor, state-imposed forced labor, and human trafficking.	Responsible Recruitment and Anti-Forced Labour Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Responsible+Recruitment+and+Anti+Forced+Labor+Committment+.pdf	No change	
Human rights defenders & civic space	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... ...Our commitment to human rights applies everywhere we do business, at every level, period. We expect our business partners to adhere to these commitments...	VF Corporation's Human Rights Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2020.pdf	No change	
Gender equality and women's empowerment	We are specifically focused on assuring the rights of female employees are respected, and to helping women in our supply chain gain the opportunity to realize their full potential. VF's Global Women's Activation Council leads our commitment to women's rights and advances our gender equality efforts within senior leadership and the active/outdoor industry. VF strives to be a leader in women's equity and empowerment, both for VF employees and the women who work in our contract factories.[VF Corporation's Human Rights Commitment] Creating and retaining a diverse, inclusive workplace is a strategic business priority that supports and invites creativity, fairness, development and connection to those we serve across the regions we operate in. We believe in utilizing diverse talent throughout our organization, recruiting for diversity, and developing motivated employees no matter what their gender identity, race, ethnicity, sexual orientation, ability and any other demographics. This world we live in is quite diverse and we want to use that diversity to make our company, the regions we operate in and our world better.[Inclusion, Diversity, Equity and Action at VF] Gender-Based Violence and Harassment (GBVH) — In line with our Commitment to Eradicate Gender-Based Violence and Harassment, we empower workers to enjoy safe work environments that are free from GBVH	VF Corporation's Human Rights Commitment Inclusion, Diversity, Equity and Action at VF Webpage - Worker Rights	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2020.pdf https://d1io3yog0oux5.cloudfront.net/vfc/files/pages/vfc/db/436/description/SHAREABLE+-+VF+GLOBAL+IDEA+-+Policy+Statement+%28April+2021%29+.pdf https://www.vfc.com/responsibility/people/worker-rights	No change	
Indigenous Peoples	In addition, our Forest Derived Materials (FDM) policy prohibits the sourcing of materials that contribute to deforestation, loss of biodiversity, or impacts on indigenous peoples' rights.	VF Corporation's Human Rights Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2020.pdf	No change	
Living wage					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	Our commitments to the people working throughout our supply chain are outlined in our Global Compliance Principles and our Sustainability & Responsibility Program under Worker Well-being and Human Rights. These commitments include... Fair wages and benefits [VF Corporation's Human Rights Commitment] Overall, three of the 12 assessed facilities surpassed FWN's fair wage threshold in FY24. • The majority of assessed suppliers surpassed the threshold on topics related to payment of wages, minimum wage, prevailing wages, and communication and social dialogue. Continuous improvement opportunities were recommended for living wage, wage share and work intensity, technology and upskilling. [Environmental & Social Responsibility Report | Fiscal Year 2024]	VF Corporation's Human Rights Commitment Environmental & Social Responsibility Report | Fiscal Year 2024	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2020.pdf https://d1io3yog0oux5.cloudfront.net/_c35dd4accc943fe4c907ecbc2788e4e0/vfc/files/pages/responsibility/FY2024_Environmental_Social_Responsibility_Report.pdf	Yes	The number of suppliers engaged with the FWN increased from 12 in FY24 to 25 in FY25. Additionally, in FY25, 10 of these supplier facilities involved in the assessment process received the Fair Wage Certified Employer label from FWN. Environmental & Social Responsibility Report | Fiscal Year 2025, https://d1io3yog0oux5.cloudfront.net/_99f75f17503e9f6fc25c429346c9654b/vfc/files/pages/vfc/db/436/description/20251010/VF_FY25_Environmental_Social_Responsibility_Report_FINAL.pdf
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	Employing rigorous due diligence requires having the proper systems, policies and procedures in place to identify, mitigate and measure progress in addressing adverse environmental and social impacts. Efforts are underway across VF's global enterprise to embed these practices into our responsible business approach.' [FY25 E&SR Report] 'In FY2020, VF conducted our first Human Rights Impact Assessment (HRIA), which sought to identify actual or potential human rights impacts that VF may cause, contribute to or be linked to through our direct operations, products, services or business relationships. Understanding where our business may impact rights holders – including VF associates, suppliers and supply chain workers – helps to inform our human rights strategy. That strategy in turn guides our assessment of VF's ability to mitigate salient risks, while creating a road map for preventing and remediating potential impacts... Since the initial assessment, we have conducted topic-specific HRIAs focused on raw material commodity sourcing (leather, wool, down, cotton and rubber), child rights and synthetic material sourcing (polyester and nylon). In FY2024, VF completed an updated value chain-wide HRIA to reassess our top salient human rights	FY25 E&SR Report Webpage - Human Rights	https://www.vfc.com/responsibility/governance/reporting-data https://www.vfc.com/responsibility/people/human-rights	No change	
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	VF is committed to sourcing product and materials from companies that share our values around human rights, ethics, and environmental responsibility. In furtherance of this goal and to facilitate compliance with VF's disclosure obligations related to 3TG, VF has implemented a due diligence process consistent with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.	VF Corporation Policy on Conflict Minerals	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF_Conflict_Minerals_Policy_-_Final_4.24.23.pdf	No change	

Affected stakeholder engagement	As we strive for continuous improvement, we employ applications and technology, such as the Mekong Club's Apprise Audit, to individually and collectively engage workers that enhance our ability to uncover forced labor risks.	Responsible Recruitment and Anti-Forced Labor Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Responsible+Recruitment+and+Anti+Forced+Labor+Committm	No change	
Human rights requirements in supplier code/requirements	These Global Compliance Principles apply to all facilities that produce goods for VF Corporation or any of its subsidiaries, divisions, or affiliates, including facilities owned and operated by VF and its contractors, agents and suppliers, referred to in this document as VF Authorized Facilities. While these Global Compliance Principles set forth the basic requirements that must be met in order to do business with VF, we strongly encourage VF Authorized Facilities to exceed these principles and to promote best practices and continuous improvement throughout all of their facilities. Principle 1 – Legal and Ethical Business Practices…Principle 2 – Child/Juvenile Labor…Principle 3 – Forced Labor…Principle 4 – Wages and Benefits…Principle 5 – Hours of Work…Principle 6 – Freedom of Association and Collective Bargaining…Principle 7 – Discrimination …Principle 8 – Harassment…Principle 9 – Women's Rights…	Webpage - Global Compliance Principles	https://www.vfc.com/responsibility/governance/global-compliance-principles#:~:text=VF%20Authorized%20Facilities%20must%20not,any%20other%20legally%20protected%20factor.	No change	
Global Framework Agreement	No	Industriall Union	https://www.industriall-union.org/global-framework-agreements	No change	
Access to Remedy					
Grievance mechanism for own employees	VF is committed to fostering dialogue and communication through multiple channels, including our Open Door Policy and our Ethics Helpline. 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 in every country where VF has associates. The Helpline is available 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.	Webpage - Ethics & Compliance	https://www.vfc.com/responsibility/governance/ethics-compliance	No change	
Grievane mechanism for workers - supply chain	See above			No change	
Grievance mechanism for external individuals & communities	See above			No change	
Governance + Staffing					
Board and/or C-Suite-level oversight	The VF Board of Director's Governance and Corporate Responsibility Committee also receives regular updates on our salient human rights issues and approaches for mitigating human rights risks throughout VF's global footprint	VF Corporation's Human Rights Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+202	No change	
Senior level responsibility for human rights	VF's Chairman, President and Chief Executive Officer, along with our full Executive Leadership Team (ELT), is responsible for approving the company's strategies and goals related to Sustainability and Responsibility matters, including human rights. VF's executive leadership regularly receives progress updates by VF's Vice President of Global Corporate Sustainability & Responsibility, who oversees the implementation of our human rights commitments.	VF Corporation's Human Rights Commitment	https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2019_12-6-19.pdf	No change	
Reporting & Transparency					
Human rights reporting (integrated or stand-alone)	Integrated in annual sustainability and responsibility reports; sole human rights report published in 2020	Environmental & Social Responsibility Report | Fiscal Year 2024 Human Rights Report 2020	https://d1io3yog0oux5.cloudfront.net/_c35dd4accc943fe4c907ecbc2788e4e0/vfc/files/pages/responsibility/FY2024_Environmental_Social_Responsibility_Report.pdf https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/VF_HumanRights Report-020421+FINAL.pdf	Updated	Environmental & Social Responsibility Report | Fiscal Year 2025, https://d1io3yog0oux5.cloudfront.net/_99f75f17503e9f6fc25c429346c9654b/vfc/files/pages/vfc/db/436/description/20251010/VF_FY25_Environmental_Social_Responsibility_Report_FINAL.pdf
Transparency Pledge	Yes	Transparency Pledge	https://transparencypledge.org/aligned/	No change	
Global Apparel Facilities in Open Supply Hub	1262	Open Supply Hub	https://opensupplyhub.org/	Updated	1099
Memberships					
RBA	No	RBA Webpage - Stakeholder Engagement	https://www.responsiblebusiness.org/about/members/ https://www.vfc.com/responsibility/governance/stakeholder-engagement	No change	
WEPs (signatory)	Yes	WEPs	https://www.weps.org/companies	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change	
Anti-bribery and anti-corruption policy	As a global company, VF is subject to several laws prohibiting bribery and corruption, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. We comply with these laws and take pride in competing based on the quality of our products, versus an improperly obtained advantage. At VF, we do not pay bribes to anyone, for any reason.	Code of Businenss Conduct	https://d1io3yog0oux5.cloudfront.net/_dfde5ea8efad3e3274114a456fe2a3dd/vfc/db/454/66439/pdf/VF+Code+of+Conduct_Book_English.pdf	No change	

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