



February 9, 2016

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Response to Human Rights Now report on Syrian refugees in Turkey

VF Corporation works within a set of global Compliance Principles that guide our factory audit procedures, and act as a set of requirements that all factories must follow. These Compliance Principles are a part of our Terms of Engagement, which every vendor must acknowledge and sign before doing business with VF.

Below are the links to the webpages that will explain each principle and the way that our audits work:

<http://sustainability.vfc.com/people/worker-well-being-at-suppliers/global-compliance-program/>

<http://sustainability.vfc.com/people/worker-well-being-at-suppliers/vfs-auditing-policy/>

Regarding discrimination, we employ Principle 8: *While VF recognizes and respects cultural differences, employment – including hiring, remuneration, benefits, advancement, termination and retirement – should be based on ability and not on belief or any other personal characteristics. VF Authorized Facilities may not discriminate on the basis of race, color, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, citizenship, disability, protected veteran status, HIV/AIDS status or any other legally protected factor.*

VF contracts with 20 first-tier suppliers in Turkey, a very small business footprint compared to our presence in other countries. In 2015, VF conducted more than 75 audits associated with our entire supply chain in Turkey (inclusive of first- and second-tier sourcing factories and mills); more than 10% of these audits were unannounced as part of our audit practice.

We do not currently work with any NGOs specific to Syrian refugees, but have been participating in the meetings led by the Fair Labor Association (FLA) in Turkey, even hosting a meeting in March of last year.

Based on the suggestions from your report, we commit to carrying out a risk assessment regarding this matter through our Sustainable Operations team, which exists to consult with our contract supplier factories and provide advice, management-system tools, and training to help them address such important issues when they arise.