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 Sustainability Report.

This Modern Slavery and Human Rights Statement discusses the activities of VF Corporation and its current consolidated subsidiaries (collectively, "VF," "we," "us" and "our") 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. All information below relates to VF's continuing operations as defined in our 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, and the Norwegian Transparency Act and relates to VF's fiscal year from April 3, 2022 to April 1, 2023 ("Fiscal 2023"). Some of the actions and initiatives described in this Statement were taken prior to Fiscal 2023.

VF's BUSINESS

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 portfolio of beloved outdoor, active, work and street 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.

VF's centralized global supply chain organization is responsible for procuring and delivering products to support our brands and businesses. In Fiscal 2023, VF sourced approximately 362 million units spread across our brands. Our products were primarily obtained from approximately 340 independent contractor manufacturing facilities in approximately 35 countries. These contractors 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. Additionally, we operate 21 distribution centers and 1,265 retail stores across the globe.

VF Norway AS is a company organized and existing under the laws of Norway, 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, Timberland, Napapijri, Eastpak, Kipling, Dickies, Icebreaker and Altra.

We prepare this Statement at the VF level because we manage fundamental human rights and decent working conditions in a consistent, integrated manner across our global operations. In addition, we believe the risks relating to fundamental human rights and decent working conditions are the same across our consolidated operations.

For additional information on VF, download our **Annual Report**.

HUMAN RIGHTS & DECENT WORKING CONDITIONS - GOVERNANCE

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

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

DUE DILIGENCE, IMPACT ASSESSMENTS AND IDENTIFIED RISKS

VF respects fundamental human rights, and we foster inclusive and sustained economic growth and development that offers decent work opportunities to workers throughout our value chain.

VF works to systematically identify, prioritize and mitigate human rights risks 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 other international standards. Our Human Rights Commitment codifies our approach to ongoing due diligence. It is communicated to our Tier 1 and nominated Tier 2 suppliers annually and is available for review by our employees and other business partners on our external website, vfc.com.

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 and risks to decent working conditions related to our business. Taking into account the scale, scope and remediability of the impacts identified in our HRIAs, we prioritize risks related to Forced Labor, Freedom of Association, Women's Rights/Gender Based Violence, Child Rights, Health and Safety and Fair Wages. Our initiatives relating to 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.

Engaging Rights Holders

We have completed Worker and Community Development needs assessments, most recently conducted in 2022, for which 7,500+ supply chain workers across VF and our value chain globally were engaged. This direct engagement enables supports our alignment with the evolving needs of key stakeholders.

Supplier Due Diligence 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 labor. In addition, VF maintains a heightened focus on due diligence, supplier screening and traceability for any countries or regions with a higher risk of forced labor. VF monitors and responds to new legal requirements related to human rights and forced labor as they are enacted.

VF takes steps to trace the origins of our cotton fiber to align with VF's Cotton Sourcing Policy and comply with 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 Policy on Cotton Fiber Sourcing.

OTHER MEASURES TO LIMIT ADVERSE IMPACTS

Policies and Standards

Code of Business Conduct

Our commitment to operate ethically and lead with integrity is embedded in our <u>Code of Business</u> <u>Conduct</u>. 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 expected to comply with VF's <u>Terms of Engagement</u> and are bound by our <u>Global Compliance Principles</u>. 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

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 modern slavery 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.

Commitments and Policies

The additional <u>policies and standards</u> 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 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.

Training

VF associates are required to complete online and facilitator-led 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. We provide additional training on a risk basis relating to our Global Compliance Principles.

In addition, our Sustainable Operations team assists factory management at VF contracted factories in understanding how they can make improvements to meet our compliance requirements.

ADDRESSING RISKS OF ADVERSE IMPACTS

MODERN SLAVERY

We recognize that forced labor is a salient risk in apparel and footwear supply chains and have, therefore, placed significant focus on efforts to prevent modern slavery and forced labor in our supply chain. We regularly assess our global supply chain partners for indicators of forced labor.

These include excessive recruitment fees, excessive working hours and restrictions on freedom of movement, as well as the absence of formal contracts, document retention and on-time payment of wages.

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.

We are 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; and all workers are informed of the basic terms of their employment.

VF has also signed the Mekong Club's Business Pledge Against Modern Slavery. Together with the Mekong Club, VF 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.

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.

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.

RESPONSIBLE RECRUITMENT & MIGRANT LABOR

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 authorized contract facilities, beyond Tier 1 facilities and traces 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."

Our forced labor risk assessments also help us prioritize worker rights engagement at the Tier 2 level (fabric mills). We launched the pilot project "Your Voice Matters" with our partners Ulula and Quizrr, along with support from the IOM. Through this project, we engaged our Tier 1 and Tier 2 suppliers in Jordan, Taiwan and Thailand, where we have some of the highest numbers of migrant workers in our supply chain to proactively learn, understand and discuss recruitment processes, conditions for migrant workers, and how we can work together on improvements. Following a successful pilot, we converted "Your Voice Matters" to an ongoing 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 roll out digital solutions for remote impact assessment, more effective communication, and online training for both management and workers. Meanwhile, we continue to do 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 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.

Previously, factory managers and union representatives across three VF supplier factories in Cambodia 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.

WOMEN'S RIGHTS/GENDER BASED VIOLENCE AND HARRASSMENT

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

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 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. We've engaged in critical exercises and made new commitments to continue meaningfully advocating on behalf of children.

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.

HEALTH & SAFETY

Our Factory Compliance team conducts regular audits of suppliers' factories aligned with our Global Compliance Principles. Our Sustainable Operations team also collaborates with suppliers to build factory capacity through trainings and one-on-one assistance. We are currently partnering with management and employees at key factories to build their knowledge and employ tools needed to implement health and safety management systems (HSMS) for their facilities 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, non-governmental organizations (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. In Fiscal 2023, LABS expanded its footprint into Cambodia.

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, an economically rigorous standard and methodology designed to assess, develop and optimize wage policies. In collaboration with the FWN, VF is conducting fair wage assessments at selected VF supplier factories in key sourcing regions. VF continues to engage with the Better Buying Institute to assess purchasing practices and enhance dialogue with strategic suppliers.

AUDITS, GRIEVANCE MECHANISMS, AND ENGAGING WITH RIGHTS HOLDERS

Our human rights due diligence, grievance mechanisms and audit data provide insights we use to track the performance of VF's work to respect and promote human rights. This tracking and

monitoring is vital to our ability to remediate and address grievances, enabling us to fulfill another core component of the UNGP Framework: access to remedy.

<u>Auditing</u>

VF's Factory Compliance team conducts regular factory audits of Tier 1 and nominated Tier 2 third-party suppliers to verify that their practices align with our Global Compliance Principles. Our audits inspect human rights related practices, including those related to health and safety, environmental and social practices, and working conditions. At the end of each audit, supplier factory managers are presented with a written assessment that details findings from the audit. In Fiscal 2023, more than 1,000 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.

In some parts of the world, supplier factories may face unique challenges in conforming to our Global Compliance Principles. In these cases, we work to help those factories understand their deficiencies and how to resolve the issues that exist. Our Sustainable Operations team members also work with factory management to build capacity so that the factories can meet VF's compliance requirements. However, if a factory has persistent safety, health or labor issues that they fail to remediate, we will terminate our business relationship in a responsible manner.

Under our Global Compliance Principles, contracted factories must allow VF representatives full access to production facilities, employee records and employees for confidential interviews in connection with monitoring visits.

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."

UK Modern Slavery Act Approval

This Statement covers the period from April 3, 2022, to April 1, 2023, and has been approved by the Board of VF Corporation for purposes of the approval requirement under the UK Modern Slavery.

Benno Dorer

Director and Interim Chief Executive Officer

June 2023

Norwegian Transparency Act Approval

This Statement has been approved by the Board of VF Norway AS for purposes of the approval requirement under the Norwegian Transparency Act as of June 2023.

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